

SURVEY OF MANPOWER AND EMPLOYMENT STATISTICS
(Including Numbers in Armed Forces)

Copy No. 17.

JUNE, 1942.

- NOTE: (1) As this memorandum contains secret data as to Defence forces and total manpower position, its circulation is limited to a small list of officers who have occasion to use it. Numbers in defence forces must not be published in any way and the document must be carefully safeguarded.
- (2) The statistics herein are as at the end of June, 1942. Future issues will appear about eight weeks after the end of the month to which they relate.

1. Employment and Enlistments: The following table shows, as at the end of July, 1939, and of each month since July, 1941, the estimated number of persons employed as wage and salary earners in industry (excluding rural and household domestic) and the net enlistments in the defence forces since the commencement of the war. "Net enlistments" represents the net number of persons taken into defence forces and not discharged therefrom. It includes dead, missing, prisoners of war and wounded.

Australia - Persons Employed in Industry and the Defence Forces.

End of Month	Employed in Industry (excluding Rural and Household Domestic)			Net Enlistments in Defence Forces (a)			Total (excluding persons employed in rural in- dustry and household domestic service)			
	M.	F.	T.	M.	F.	T.	M.	F.	T.	
1939 - July ..	'000 1306.0	'000 420.5	'000 1726.5	'000 -	'000 -	'000 -	'000 1306.0	'000 420.5	'000 1726.5	1306.0
1941 - July ..	1393.3	511.2	1904.5	321.1	0.2	321.3	1714.4	511.4	2225.8	1706
August ..	1398.1	516.0	1914.1	338.4	0.3	338.7	1736.5	516.3	2252.8	1724
September ..	1408.1	521.6	1929.7	344.2	1.9	346.1	1752.3	523.5	2275.8	1740
October ..	1408.1	527.7	1935.8	359.0	2.9	361.9	1767.1	530.6	2297.7	1754
November ..	1407.7	533.1	1940.8	378.5	3.6	382.1	1786.2	536.7	2322.9	1774
December ..	1394.6	535.1	1929.7	436.6	4.3	440.9	1831.2	539.4	2370.6	1816
1942 - January ..	1378.1	537.6	1915.7	481.6	5.8	487.4	1859.7	543.4	2403.1	1846
February ..	1368.0	548.0	1916.0	513.3	7.0	520.3	1881.3	555.0	2436.3	1869
March ..	1363.4	554.2	1917.6	545.5	9.2	554.7	1908.9	563.4	2472.3	1894
April ..	1354.7	559.0	1913.7	574.8	11.5	586.3	1929.5	570.5	2500.0	1912
May ..	1343.4	557.5	1900.9	594.3	13.9	608.2	1937.7	571.4	2509.1	1920
June ..	1324.1	559.1	1883.2	611.7	16.5	628.2	1935.8	575.6	2511.4	1932

(a) See Section 4 of this survey for fuller details of these figures. They represent "Gross Enlistments" less discharges and include dead, missing and prisoners of war. From January to April 1942, "net enlistments" includes some men who had been "returned to areas". Figures for these months will require some revision to exclude these men returned to civilian life. The greatest adjustment necessary in any one month would probably not exceed 20,000 men, but the May and June figures are believed to be approximately correct.

The main features of the June figures are a continuation of the decrease in the number of males employed in industry (excluding rural), a small increase in the number of females employed, and a somewhat smaller increase in net enlistments than had been usual prior to May 1942. The net effect is that the total number of persons employed in industry and the forces increased by only 2,300 in June, compared with an average monthly increase of over 35,000 during the 5 months, December 1941 to April 1942.

Male employment decreased by 19,300 in June, compared with 11,300 in May, while female employment, which had increased on the average by more than 5,000 per month from July 1941 to April 1942, has made no net increase in the last two months (May decreased by 1,500 while June increased by 1,600).

Net enlistments of males increased in June by 17,400. The greatest monthly increase in enlistments was nearly 60,000 in December, 1941, in January 1942 the increase was 45,000; in each of the three months, February, March and April, it was approximately 30,000, and in May and June it was nearly 20,000 in each month.

2. Summary of Manpower Statistics - Australia: The following table shows for June, 1942, the number of males and females enlisted in the Defence Forces, those engaged as wage or salary earners in civil occupations other than rural and household domestic pursuits, and unemployed wage and salary earners. Comparison of the changes in each of these groups from pre-war conditions (July, 1939) and from November, 1941, is also made. The three centre columns show figures for the complete period since the commencement of war, while the three right hand columns show that part of the change which has occurred since the entry of Japan into the war.

/Australia

Australia - Summary of Man-power Statistics as at June, 1942.

Particulars	Totals as at end of June, 1942			Increases					
				July, 1939 to June, 1942 (Whole War Period)			November, 1941 to June, 1942 (Pacific War Period)		
	M.	F.	T.	M.	F.	T.	M.	F.	T.
(i) <u>Defence Forces - Gross Enlistments less discharges since commencement of war</u> ..	'000	'000	'000	'000	'000	'000	'000	'000	'000
	611.7	16.5	628.2	611.7	16.5	628.2	233.2	12.9	246.1
(ii) <u>Wage and Salary Earners employed, other than rural and household domestic workers:</u>									
<u>Munitions, Shipbuilding, Aircraft</u> ..	79.9	23.9	103.8	69.3	22.8	92.1	20.2	12.7	32.9
<u>Other Factories and Workshops</u>	472.2	179.7	651.9	45.6	32.6	78.2	-28.2	-1.1	-29.3
<u>Other</u> ..	772.0	355.5	1127.5	- 96.8	83.2	- 13.6	-75.6	14.4	-61.2
<u>Total:</u>	1324.1	559.1	1883.2	18.1	138.6	156.7	-83.6	26.0	-57.6
(iii) <u>Unemployed through sickness, accident, unfitness, and lack of work</u> ..	35.9	17.3	53.2	-228.1	-16.7	-244.8	-38.0	-2.0	-40.0
<u>Total Defence Forces, Employees, and Unemployed:</u>	1971.7	592.9	2564.6	401.7	138.4	540.1	111.6	36.9	148.5
(iv) <u>Normal Increase in Wage and Salary Earners:</u>	-	-	-	55.0	26.5	81.5	8.8	6.2	15.0
(v) <u>Persons drawn from "not gainfully occupied" groups, employers, and self-employed, and from rural and private domestic wage earners</u> ..	-	-	-	346.7	111.9	458.6	102.8	30.7	133.5

Notes to above table:

- (i) Defence forces include enlistments since the commencement of war only. Fuller details are given in Section 4 of this summary. The relatively small number of permanent forces are included in "other" wage and salary earners employed - item (ii) of above table.
- (iii) Unemployed wage and salary earners include all those not in employment on account of sickness, accident, unfitness, and lack of work. Sickness and accidents are responsible for about 45,000 of the total unemployed shown above.
- (iv) Normal increase in wage and salary earners is the estimated increase in the number of available wage and salary earners which would have been expected had the trends of recent pre-war years been continued. Interstate migration which actually occurred between July 1939 and June 1942 has, however, been taken into account as far as possible. The figures have been revised on the basis of later data since the May issue of this survey.
- (v) "Not gainfully occupied" groups include independents, retired persons, women previously not gainfully occupied, children who commence wage earning earlier than they would in normal times, and persons who delay their retirement from wage-earning occupation. It will be noted that figures for earlier periods of the war have been revised slightly from those shown in previous issues of this survey, on account of the revision of "normal increase" noted in (iv) above.

It will be seen that since July, 1939, 628,200 persons have been absorbed by the defence forces while 156,700 have been absorbed into industries other than rural and private domestic service. This total of 784,900 has been drawn from (a) unemployed wage and salary earners, the decrease of whom has contributed 244,800 persons, (b) normal increase of wage and salary earners amounting to 81,500 persons, and (c) persons not gainfully occupied, (including retired persons who have become wage earners and wage earners who have delayed retirement), employers and self-employed persons who have become salary and wage earners, and rural and private domestic wage earners who have entered the forces or transferred to other industry. This latter group has contributed 458,600 persons; but what proportion came from each of the sections embraced in the group it is not possible to say from data at present available. The table on this page indicates that approximately 112,000 of them were females.

/The next

The next table summarizes the salient features of the foregoing analysis for males and females separately in three periods (a) July 1939 to July 1941 - the first period of war, (b) July 1941 to November 1941, and (c) November 1941 to June 1942 - the period since war commenced in the Pacific.

	Total or each Period			Average per Month		
	July, 1939 to July 1941 (24 Mths.)	July 1941 to November 1941 (4 Mths.)	November 1941 to June 1942 (7 Mths.)	July, 1939 to July 1941 (24 Mths.)	July 1941 to November 1941 (4 Mths.)	November 1941 to June 1942 (7 Mths.)
MALES (THOUSANDS)						
Increase in Defence Forces ϕ	321.1	57.4	233.2	13.4	14.3	33.3
Increase in employment in industry (other than rural)	87.3	14.4	-83.6	3.6	3.6	-11.9
<u>Total Increase in Forces and Industry:</u>	408.4	71.8	149.6	17.0	17.9	21.4
The source of this increase was :-						
(a) Decrease in unemployed ..	175.0	15.1	38.0	7.3	3.8	5.4
(b) Normal increase wage and salary earners ..	41.3	4.9	8.8	1.7	1.2	1.3
(c) Drawn from other groups *	192.1	51.8	102.8	8.0	12.9	14.7
FEMALES (THOUSANDS)						
Total increase in Defence Forces and Industry (other than rural and household domestic)	90.9	25.3	38.9	3.8	6.3	5.6
The source of this increase was :-						
(a) Decrease in unemployed ..	14.2	0.5	2.0	0.6	0.1	0.3
(b) Normal increase in wage and salary earners ..	16.8	3.5	6.2	0.7	0.9	0.9
(c) Drawn from other groups *	59.9	21.3	30.7	2.5	5.3	4.4

ϕ See explanation of net enlistments in Section 4 on page 5 hereof.

* As defined in (v) in table on preceding page.

The increase of 784,900 persons in defence forces and industry and trade since July, 1939, consisted of 499,300 persons up to July, 1941, and 285,600 since that date. The increase averaged 20,800 monthly for the first 24 months, and has risen to an average of 27,000 during the last 7 months. Normal increase has supplied about 2,200 each month; but while unemployed supplied on an average nearly 8,000 each month during the first 24 months, the last 7 months have yielded only an average of 5,700 from absorption of unemployed. After allowing for the number of workers idle through normal sickness, accidents, etc., the number of unemployed now remaining to be absorbed into employment has reached an extremely low figure, and practically no more man-power is available from that source.

There has been a tendency during recent months for the increase in total numbers in industry and the forces, of both males and females, to become smaller. In June, the number of males employed in industry fell more than sufficiently to offset the increase of men in the forces. (The net decrease was small, and as the employment estimates may lag slightly behind the exact date when men left employment, it is only safe to say that the total of all males employed and in the forces ceased to increase, temporarily at least.) Similarly, females engaged have increased more slowly of recent months, and in the two months, May and June, the total net increase of females was only the 5,000 extra taken into the Forces.

/3. Summary

3. Summary of Man-power Statistics - States: The chief items in the table on page 2 shown separately for States in the next table.

States - Summary of Man-power Statistics as at end of June, 1942.

State	Totals as at end of June, 1942			Increases					
				July, 1939 to June 1942. (Whole War Period)			Nov. 1941 to June 1942. (Pacific War Period)		
	M.	F.	T.	M.	F.	T.	M.	F.	T.
(i) <u>Defence Forces (Gross Enlistments less Discharges)</u> (See Section 4, page 5 hereof) (Thousands)									
New South Wales (a) ..	228.2	4.9	233.1	228.2	4.9	233.1	93.3	3.6	96.9
Victoria ..	176.0	4.6	180.6	176.0	4.6	180.6	68.1	3.6	71.7
Queensland ..	77.6	2.7	80.3	77.6	2.7	80.3	28.1	2.3	30.4
South Australia ..	46.1	1.6	47.7	46.1	1.6	47.7	14.3	1.2	15.5
Western Australia ..	63.2	2.1	65.3	63.2	2.1	65.3	22.2	1.8	24.0
Tasmania ..	20.1	0.5	20.6	20.1	0.5	20.6	6.9	0.3	7.2
Australia: (b)	611.7	16.5	628.2	611.7	16.5	628.2	233.2	12.9	246.1
(ii) <u>Wage and Salary Earners, Employed, other than Rural and Household Domestic Workers</u> (Thousands)									
New South Wales (a) ..	552.9	223.6	776.5	13.4	61.9	75.3	-27.1	6.4	-20.7
Victoria ..	371.3	184.2	555.5	8.7	45.7	54.4	-32.1	7.3	-24.8
Queensland ..	162.9	58.8	221.7	-10.4	7.7	- 2.7	- 5.3	2.8	- 2.5
South Australia ..	124.5	48.9	173.4	17.2	16.6	33.8	- 2.5	7.2	4.7
Western Australia ..	72.3	29.0	101.3	-11.6	3.7	- 7.9	-12.7	1.3	-11.4
Tasmania ..	38.4	14.5	52.9	0.7	3.0	3.7	- 2.2	1.2	- 1.0
Australia: (b)	1324.1	559.1	1883.2	18.1	138.6	156.7	-83.6	26.0	-57.6
(iii) <u>Unemployed (including Sickness, Accident etc.) (See note (iii) on page 2)</u> (Thousands)									
New South Wales (a) ..	13.5	6.3	19.8	-98.9	- 5.3	-104.2	-13.2	- 0.4	-13.6
Victoria ..	8.6	4.9	13.5	-55.0	- 4.6	- 59.6	- 2.9	- 0.1	- 3.0
Queensland ..	7.9	3.4	11.3	-31.4	- 3.7	- 35.1	-18.1	- 1.5	-19.6
South Australia ..	2.8	1.4	4.2	-18.0	- 1.8	- 19.8	- 0.5	0.1	- 0.4
Western Australia ..	2.1	0.9	3.0	-18.7	- 1.0	- 19.7	- 2.9	0.0	- 2.9
Tasmania ..	1.0	0.4	1.4	- 6.1	- 0.3	- 6.4	- 0.4	- 0.1	- 0.5
Australia: (b)	35.9	17.3	53.2	-228.1	-16.7	-244.8	-38.0	- 2.0	-40.0
(iv) <u>Persons drawn from Not Occupied Groups, Employers, Self-employed and Rural and Private Domestic Wage Earners.</u> (Thousands)									
New South Wales (a) ..	-	-	-	122.0	51.2	173.2	48.2	7.2	55.4
Victoria ..	-	-	-	102.0	35.8	137.8	27.2	8.3	35.5
Queensland ..	-	-	-	34.9	4.0	38.9	7.4	3.3	10.7
South Australia ..	-	-	-	41.5	14.7	56.2	9.4	7.9	17.3
Western Australia ..	-	-	-	33.1	3.4	36.5	6.9	2.7	9.6
Tasmania ..	-	-	-	14.0	2.8	16.8	4.1	1.3	5.4
Australia: (b)	-	-	-	346.7	111.9	458.6	102.8	30.7	133.5

(a) Including Australian Capital Territory.

(b) Including Australian Capital Territory and Northern Territory.

On account of the revision of the estimates of normal increase to which attention has been drawn on page 2, the figures in the last part of the above table are not strictly comparable with those shown for previous months. However, it may be said that there has been no significant increase in the total figure for males during the month of June, the decline in males employed having offset the increase in net enlistments. The totals for individual States were not significantly changed from those shown previously. The numbers of additional females drawn into the forces and employment were slightly higher than in May, due almost entirely to the increase of 2,600 in the Forces.

/The last

The last part of the foregoing table gives some indication of the extent to which available man- and woman-power has been drawn upon in the various States. Per 1,000 male or female population, the numbers of persons who entered the defence forces or industry from not gainfully occupied groups, employers, and self-employed, and rural and private domestic wage-earners are estimated as follows :-

Per 1,000 Population at 30th June, 1939.

State	July 1939 to June 1942		July 1939 to November 1941		November 1941 to June 1942	
	(Whole War Period)		(Before Pacific War)		(Pacific War Period)	
	Males	Females	Males	Females	Males	Females
New South Wales..	87.7	37.4	53.0	32.1	34.7	5.3
Victoria ..	109.8	37.6	80.5	28.9	29.3	8.7
Queensland ..	65.6	8.3	51.7	1.5	13.9	6.8
South Australia..	139.3	49.3	107.7	22.8	31.6	26.5
Western Australia	135.3	15.4	107.1	3.2	28.2	12.2
Tasmania ..	116.3	24.1	82.2	12.9	34.1	11.2
AUSTRALIA:	98.5	32.5	69.3	23.6	29.2	8.9

Amended figures of "normal increase" of wage and salary earners (to which attention has already been drawn) have altered in some respects the relative positions of the States for males drawn into employment and the forces, but the general position remains as described in previous issues of this Survey. In the period before war commenced in the Pacific, diversion of males was highest in South Australia and Western Australia (due respectively to high munitions requirements and high enlistments). In Queensland the rate of diversion was very low and in New South Wales only a little higher than in Queensland. Since the Pacific War started, New South Wales and Tasmania have shown the highest rates, with all the other States except Queensland only slightly lower. Queensland continued to show a very low rate. The combined result is that for the whole war period the diversion of males has proceeded farthest in South Australia and Western Australia; Tasmania and Victoria occupy a mid-way position; while New South Wales and Queensland are lowest. The high New South Wales figure during recent months, however, suggests that the low position of New South Wales is being modified.

During the early part of the war, the diversion of women into industry was greatest in New South Wales and Victoria, while Queensland and Western Australia had done practically nothing to engage extra women. During the period since Japan entered the war, the rate of diversion for women has risen to an outstandingly high figure for South Australia, which placed that State well ahead of any other State in the total diversion of women for the whole war period. At the same time, the Western Australian rate for females, which was extremely low in the early war period, rose to a high level, obviously due to the necessity of finding more women to make good the large deficiency of men which the high rate for males showed must have occurred. Tasmania, also, where the diversion of men had been high, showed a correspondingly high rate for females.

4. Defence Forces: The numbers of persons enlisted in the defence forces since the commencement of war are summarized from official records in the following statement. The gross enlistments are shown in the first column, while the second column represents the net number taken into defence forces and not discharged. It includes deaths, missing, prisoners of war and wounded. This total is the significant figure for manpower purposes, and has been used in the preceding tables. It shows the net extent to which the defence forces have drawn men and women from civil life. Actually it may be a little understated, as some of the persons included as discharges are probably incapacitated, and not fit to resume civil occupations.

TOTAL DEFENCE FORCES - AUSTRALIA

Enlisted from commencement of War to 30th June, 1942.

(Full time continuous duty)

Services			Gross Enlistments	Net Enlistments
MALES				
Military - A.I.F.	..		235,754	203,660
Garrison	..		28,513	21,234
Militia	..		330,458	280,267
V.D.C.	..		3,931	3,601
Air - R.A.A.F.	..		93,612	85,230
Naval - R.A.N. and R.A.N.A.S.	..		19,825	17,671
TOTAL MALES:			712,093	611,663
FEMALES				
Military - Nurses, A.I.F.			1,233	1,069
Nurses, Militia			1,723	1,264
V.A.D. - A.I.F.			471	469
V.A.D. - Militia			1,293	1,124
A.W.A.S.	..		3,364	3,336
Air - W.A.A.A.F.	..		9,468	9,139
Naval - W.R.A.N.S.	..		85	85
TOTAL FEMALES:			17,637	16,486

/The total

SECRET.

The total numbers enlisted in all services from each State were as follows:-

NET ENLISTMENTS TO 30TH JUNE, 1942.

State	Males		Females	
	Number	Per 1,000 male population at 30/6/39	Number	per 1,000 female population at 30/6/39
New South Wales (a) ..	228,219	164.1	4,915	3.6
Victoria ..	176,045	189.5	4,615	4.8
Queensland ..	77,631	146.0	2,716	5.6
South Australia ..	46,103	154.8	1,636	5.5
Western Australia ..	63,203	258.3	2,096	9.5
Tasmania ..	20,099	166.9	508	4.4
<u>AUSTRALIA: (b)</u>	611,663	173.8	16,486	4.8

(a) Including Australian Capital Territory.

(b) Including Australian Capital Territory and
Northern Territory.

Notes: (i) "Net Enlistments" represents gross enlistments less discharges and includes dead, missing, prisoners of war and wounded.
It represents net number withdrawn from civil occupations.

(ii) Small differences between the rates per 1,000 population for the various States should not be regarded as significant, as the Military districts do not in all cases exactly coincide with State boundaries. For example, a portion of New South Wales is included with the 3rd Military District (Victoria). The outstanding feature of the rates are the relatively very high figures for Western Australia.

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CANBERRA, A.C.T.

4th September, 1942.